

Agency 120

**Human Rights Commission****Recommendation Summary**

Dollars in Thousands

	Annual FTEs	General Fund State	Other Funds	Total Funds
<b>2005-07 Expenditure Authority</b>	48.7	5,811	1,334	7,145
<b>Total Maintenance Level</b>	48.7	5,633	1,766	7,399
Difference		(178)	432	254
Percent Change from Current Biennium	0.0%	(3.1)%	32.4%	3.6%
<b>Performance Changes</b>				
Restore Commission Outreach		105		105
Improve Investigation Timeliness		487		487
Replace Reduced Federal Funding		438	(438)	
Revise Pension Gain-Sharing #		(18)		(18)
Nonrepresented Staff Health Benefit		13		13
WFSE Collective Bargaining Agreement		422	17	439
Nonrepresented Staff Salary Change		150		150
Self Insurance Premium		8		8
<b>Subtotal</b>		1,605	(421)	1,184
<b>Total Proposed Budget</b>	48.7	7,238	1,345	8,583
Difference		1,427	11	1,438
Percent Change from Current Biennium	0.0%	24.6%	0.8%	20.1%
<b>Total Proposed Budget by Activity</b>				
Civil Rights Complaint Investigation	41.0	3,960	1,300	5,260
Civil Rights Education and Outreach		214	49	263
Commission Activity	.4	132		132
Administrative Activity	7.3	2,143	27	2,170
Other Statewide Adjustments		789	(31)	758
<b>Total Proposed Budget</b>	48.7	7,238	1,345	8,583

**PERFORMANCE LEVEL CHANGE DESCRIPTIONS****Restore Commission Outreach**

This funding supports the leadership role of commissioners in carrying out the provisions of Chapter 49.60 RCW, Law Against Discrimination, by attending and participating in monthly business meetings and community forums around the state.

**Improve Investigation Timeliness**

This funding will improve the timeliness of investigations and provide training on civil rights topics for small businesses. It also will offer staff training in alternative dispute resolution techniques in order to resolve cases more quickly at a reduced cost and in a less adversarial way.

## **HUMAN SERVICES - OTHER**

### **Replace Reduced Federal Funding**

Thirty percent of the Commission's budget comes from two federal agencies, the Department of Housing and Urban Development and the Equal Employment Opportunity Commission. Funding for civil rights enforcement is decreasing as federal agencies realign their priorities. This item will address the anticipated shortfall in federal funding.

### **Self Insurance Premium**

Funding for the self insurance premium is increased to reflect claims experience.

## **ACTIVITY DESCRIPTIONS**

### **Civil Rights Complaint Investigation**

The mission of the Human Rights Commission is to enforce Washington State laws against discrimination. The commission works to eliminate and prevent discrimination throughout the state in employment, real estate transactions, credit and insurance transactions, and in places of public accommodation based on race, creed, color, national origin, sex, marital status, familial status, and disability.

### **Civil Rights Education and Outreach**

Upon request, the commission provides specially tailored training to employers, labor organizations, housing providers, and community groups.

### **Commission Activity**

The Governor appoints the five Human Rights Commission members to staggered five-year terms. They provide the policy framework for the agency and appoint the executive director. Commissioners make the final determination on all complaints investigated by staff, except for those reasonable cause cases that are certified for hearing before an administrative law judge. The commissioners meet monthly at locations around the state.

### **Administrative Activity**

Administrative support provides the infrastructure to ensure that the core work of the agency can be done efficiently and effectively.

### **Other Statewide Adjustments**

This item reflects proposed compensation and other adjustments that were not allocated to individual agency activities. The agency will assign these costs to the proper activities after the budget is enacted.